Inventory
Government of Alberta Initiatives

Building and Educating
Tomorrow's Workforce

Alberta

106-07406/

Table of Contents

Alberta's Labour and Skill Shortages 2

Labour and Skill Shortages Activities/Initiatives

Inform 7

Attract 17

Develop 23

Retain 33

Background

Labour and skill shortages have become a subject of increasing attention for industry, government and the general public. Trends such as global communication, increased use of new technologies and emerging knowledge-based economies mean work must be approached in different ways. There is a requirement for workers to have higher skills and education, and at the same time, we have an aging population, accompanying slowing labour force growth and greater competition for labour.

Alberta's economy is "firing on all cylinders." The province has an enormous wealth of natural resources and is a leader in economic growth in Canada, and the world. As of July 2006, there were approximately $137 billion worth of new projects approved or under construction in the province, compared to $47 billion in 1998. In 2005, Alberta had the lowest unemployment rate in the country at 3.9 per cent and the highest participation rate at 73.5 per cent. The labour force numbers for Alberta continue to be very positive, however, strong economic growth comes with its own set of challenges. An increasingly competitive global setting, changing demographics, strong economic growth, rising education requirements, and increased urbanization are some of the trends and challenges facing Alberta.

What are labour and skill shortages?

Generally, a labour shortage happens when employers have difficulties finding workers to fill available positions. Skill shortages occur when the demand for workers with specific skills exceed the supply.

Shortages may be economy-wide or limited to particular occupations or skill sets. If shortages are economy-wide, they may be local in scope or province-wide, nationwide or even global. The current shortages in health professions, including doctors and nurses, are examples of global shortages. Shortages may be occupation-based, reflecting imbalances in the number of workers available in given occupations; or they may be skill-based, reflecting changing skill requirements within occupations.

To add to the mix, shortages may be seasonal, cyclical or structural. Structural factors include an aging population, changes in consumer tastes, technology changes, and institutional changes (i.e, changes in wage contracts or government legislation). Canada's aging population - almost one third of Canadians today are baby boomers born between 1947 and 1966 - is often cited as key structural evidence that labour shortages will become more apparent over the next decade, as boomers move into retirement.

What evidence is there of labour and skill shortages?

In Alberta, employers report recruitment challenges in key sectors due to a shortage of suitably skilled, qualified, and experienced people in the labour market. To provide a picture of the magnitude of the issue: current labour demand and supply projections indicate a potential shortfall of 86,000 or more workers by 2015. The unemployment rate in Alberta has been steadily declining over the past decade. In July 2006, Alberta's unemployment rate fell to 3.6 per cent indicating the workforce is virtually at full employment. In 2005, 56 per cent of Alberta employers surveyed by Alberta Human Resources and Employment (AHRE) indicated they are having significant difficulty hiring staff compared to 51 per cent in 2003. Further, by March 2006, 34 of 53 occupational groups tracked by AHRE showed an unemployment rate of less than three per cent indicating a significant labour shortage. In 2003, 22 of 53 occupational groups had unemployment rates below three per cent. Evidence now suggests Alberta is experiencing widespread labour and skill shortages emerging in all occupations and in all areas of the province.

What is being done to address labour and skill shortages?

Alberta Human Resources and Employment and Alberta Advanced Education (AAE) have led the development of a comprehensive provincial strategy to address labour and skill shortages. They, along with 15 other Government of Alberta departments, have developed a labour force development strategy, *Building and Educating Tomorrow's Workforce: Alberta's 10–Year Strategy (BETW)*. This strategy focuses on three main outcomes: improving the supply of appropriately skilled workers; developing highly skilled, educated and innovative people; and creating high performance work environments. Four strategic themes, *Inform, Attract, Develop* and *Retain* form the basis of this strategy and 17 priority actions are identified to achieve the strategy's goals. Below is a brief description of each of the four themes.

Inform

Focuses on education, career, workplace and labour market information and the development, analysis and distribution of this information. This information will support not only individuals in making career choices but also businesses, industry associations and labour groups involved in labour force planning.

Attract

Refers to attracting workers from outside the province to live and work in Alberta on either a temporary or permanent basis.

Develop

Means a high performance workforce and high performance work environments.

- A high performance workforce refers to the development of the skills, education levels, and innovation capacity of individual Albertans to address short-term labour market demands and build on long-term capacity to respond to future opportunities and challenges.

- High performance work environments focus on improving workplaces and working arrangements, increased capital investments, technology adoption, and production process improvements.

Retain Focuses on enhancing the attractiveness of work through improved working arrangements, introducing incentives and removing barriers for workers to remain engaged in Alberta's labour force.

This document provides an overview of Government of Alberta activities and initiatives currently underway to address labour and skill shortages. Activities and initiatives have been listed under each of the four strategic themes of BETW. It is important to note that the four strategic themes should not be viewed in complete isolation of each other. The linkages between them are key. Some activities and initiatives may fall under more than one theme; however for the purpose of this document and simplicity each activity/initiative has been placed under one theme. Activities and initiatives are organized in alphabetical order of departments (see Acronym Glossary).

Alberta's challenges require a co-operative approach - an approach that brings together all stakeholders including government, industry associations, employers, labour organizations, professional associations, economic development authorities, education and training providers, Aboriginal groups and communities.

The Inform theme recognizes the vital role information plays in addressing workforce issues. It means developing information, promoting effective practices and partnerships and engaging in effective labour force planning. Below are three priority actions from the government's labour force strategy that support this theme:

- Provide quality information to Albertans, business and industry on prominent labour force issues and human resource best practices, market opportunities and program supports.
- Provide enhanced information to Albertans regarding career, education and training opportunities, as well as resources and tools available to support career and educational decisions.
- Provide enhanced information, tools and supports to better assist employers in addressing their labour needs..

Labour and Skill Shortages Activities/Initiatives

	Dept
➢ **Alberta Aboriginal Apprenticeship Advisory Committee** - promotes apprenticeship and industry training to Aboriginal people, communities, and organizations in Alberta through the Alberta Aboriginal Apprenticeship Project. *(www.aand.gov.ab.ca)*	AAND
➢ **Aboriginal Policy Initiative** - provides a mechanism for cross-ministry coordination to address the commitments in the Government of Alberta's Aboriginal Policy Framework (APF). The APF sets out the basic structure for Alberta government policies to address the needs of First Nations, Métis and other Aboriginal people in Alberta. *(www.aand.gov.ab.ca)*	AAND ACS Justice
➢ **Canadian Apprenticeship Forum** - Advanced Education collaborates with the Canadian Apprenticeship Forum to promote the skilled trades as a career option to youth, parents and educators. *(www.caf-fca.org)*	AAE

Depts

- **Raising Awareness about Planning for Post-Secondary Studies** - employs strategies to promote the benefits of advanced education and the importance of early planning to students and parents. There is a particular focus on groups that are under-represented within Alberta's advanced education system. *(Adult Learning Division, AAE (780) 427-5607)* — AAE

- **A Place to Grow - Rural Development Strategy** - outlines objectives and actions to be taken to strengthen four pillars essential for sustainable rural communities: economic growth; community capacity, quality of life and infrastructure; health care; and learning and skill development. *(www.rural.gov.ab.ca/strategy)* — AFRD, AED

- **Alberta Children and Youth Initiative** - supports the healthy development of Alberta's children and youth through the joint efforts of provincial government ministries, local authorities and boards, families and communities. *(www.education.gov.ab.ca/ipr/acyi.asp)* — ACS, ED, Health

- **Alberta Youth Employment Strategy** - helps youth prepare for work and manage the school-to-work transition. Youth Connections is a successful program under the strategy which includes a free service to connect motivated young people with businesses looking for employees who are seeking meaningful employment. *(www.advancededucation.gov.ab.ca/pubstats/AYES.asp)* — AHRE, ACS

- **Central Alberta Economic Partnership** - a strategy to resolve skill shortages in key industries including: manufacturing, oil and gas, agri-food and transportation. *(www.centralalberta.ab.ca)* — AED, AFRD, AHRE, AAE

➤ **Economic Information** - a variety of publications, statistics, reports, and studies providing information on Alberta's economy and industries. AED

- *Place-to-Place Price Comparison Survey* - Measures and compares price levels for a basket of goods and services in 37 communities in Alberta in order to provide cost of living information. *(partners with Alberta Education and Alberta Finance).*
- *Economic Update* - This is a quarterly outlook report focusing on Alberta, major trading partners and its major industries.
- *Inventory of Major Alberta Projects* - A list of major construction projects in Alberta.
- *Regional Economic Indicators publications* - Provides regional economic development information on socio-economic indicators for 14 regions throughout Alberta.

(www.alberta-canada.com/statpub)

➤ **Foreign Worker Readiness Information Seminars** - provides information to Alberta employers about the process for hiring foreign workers. Other issues covered in the seminar include information on the Provincial Nominee Program, retention of foreign workers, and immigration promotion activities. AED
(www.alberta-canada.com/immigration)

➤ **Innovative Canadian Oil Sands Manufacturing Opportunities** - Alberta Economic Development works with the Canadian Manufactures and Exporters, Industry Canada and various provincial governments to foster partnerships between manufacturing companies in Alberta and those across Canada. The aim is to promote opportunities for the development of the oil sands across Canada. AED
(www.icosmo.ca)

- **Skills/Competences Canada-Alberta** - is a national, not-for-profit organization, which works with employers, educators, labour groups and governments to reposition trade and technical careers as a first choice career option for Canadian youth. Canada is hosting the 2009 World Skills Competition in Calgary and the Government of Alberta has committed over $6 million to support this international event. *(www.skillsalberta.com)* — ED

- **Aboriginal Community Link** - developed specifically to inform Aboriginal communities of mineral resource activity on provincial lands. Contact information is given for mineral agreement designated representatives to facilitate dialogue between communities and resource companies on development plans and possible employment opportunities. *(www.energy.gov.ab.ca/3181.asp)* — Energy

- **Oil Sands Occupational Supply Demand Database** - provides detailed information and analysis on the oil sands industry occupational demand and supply needs for the next decade (2006 – 2015) and then identifies and/or develops supply strategies to meet the demand needs. *(Oils Sands Development, Energy, (780) 415-2487)* — Energy

- **Economic Forecasting and Population Reports** - — Finance
  - Employment forecasts
  - Canadian interest rate, US dollar exchange prices forecast
  - Alberta GDP forecast
  - Projection of specific impact analysis on labour demand
  - Labour mobility statistics - Alberta Population Report
  - Alberta Population Projections

  (www.finance.gov.ab.ca)

- **CAREERS: The Next Generation** - encourages students to consider all career options, promotes the Registered Apprenticeship Program (RAP), and assists with internships. *(www.nextgen.org)* — AHRE, AAE
- **Career Development Strategy** - a comprehensive career development strategy for Alberta, resulting in a coordinated, connected learning system for learners of all ages. *(Career Services, AHRE, (780) 422-6756)* — AHRE, ED, AAE
- **First Nations Labour Force Planning Initiative** - designed to increase the employment of First Nations people at regional and community levels. *(www.aand.gov.ab.ca)* — AHRE
- **Education, Career, Workplace and Labour Market Information** - provides career, education and employment information through the ALIS website, Labour Market Information Centres and the Career Information Hotline: — AHRE
  - *Alberta Careers Update* - provides Alberta industrial trends and forecasts, plus occupation growth projections. *(www.alis.gov.ab.ca)*
  - *Aboriginal Labour Force Survey* - supplies monthly labour statistics for Aboriginal people living off-reserve in Alberta (*partners with AAND and AED*). *(www.hre.gov.ab.ca/lfstats)*
  - *Annual Labour Market Review* - provides a report on Alberta's labour market activity for the year. *(www.hre.gov.ab.ca/lmi)*

- *Alberta Occupational Demand and Supply Outlook* - provides demand and supply information for 140 different occupations in Alberta. It is meant to assist in decision making by providing projections considering multiple sources of information. ***(www.hre.gov.ab.ca/lmi)***

- *Alberta Modified Canadian Occupational Projection System Forecast* - provides Alberta industry employment outlook. ***(www.hre.gov.ab.ca/lmi)***

- *Alberta Profiles* - provides information on the changing profile of Alberta's labour force so that ways can be found to develop and fully utilize the skills of all Albertans:
    - Youth
    - Older Workers
    - Aboriginal People
    - Immigrants
    - Disabled Persons

  (www.hre.gov.ab.ca/lmi)

- *Alberta Occupational Forecast (2005-2010)* - provides employment projections for 140 different occupations across Alberta for eight economic regions. This forecast summarizes expected employment by industry, occupation and economic region. ***(www.hre.gov.ab.ca/lmi)***

- *Alberta Regional Population Outlook, 2006-2011* - provides regional population demographic information to assist employers with planning their future needs. ***(www.hre.gov.ab.ca/lmi)***

- *Construction Industry Forecast* - led by the Construction Owners' Association of Alberta, this forecast provides an annual outlook for selected construction-related trades in Alberta.
  (http://workforcedev.coaa.ab.ca/forecasting/library.asp)

- *HR Strategies for Employers* - Human resource publications for employee recruitment and retention, work-life balance and employee development:

  - *Diversity* – a strategy to meet the need for skilled workers
  - *Finders + Keepers* – recruitment and retention strategies
  - *Better Balance; Better Business* – options for work-life balance
  - *Skills by Design* – strategies for employee development

  (www.alis.gov.ab.ca)

- *Industry and Employer Toolkit* - The Industry and Employer Toolkit bundles together government resources available to assist employers and industry. It organizes them along the four themes of *Building and Educating Tomorrow's Workforce:* Inform, Attract, Develop and Retain.
  (www.hre.gov.ab.ca/etoolkit)

- *Labour Force Statistics* - these monthly reports provide Albertans with current labour force statistics and conditions.
  (www.hre.gov.ab.ca/lmi)

- *Labour Market and Economic Indicators Dashboard* - identifies labour market imbalances and provides notice for how well labour and skill needs are being met for specific occupational clusters in 12 industry sectors. ***(Labour Force Development, AHRE, (780) 644-4306)*** AHRE

- *OCCinfo* - provides profiles on 500+ Alberta occupations. ***(www.alis.gov.ab.ca)***

- *Quarterly Unemployment Rates by Occupation* - provides statistics on Alberta occupations that are in a shortage situation on a quarterly basis. ***(www.hre.gov.ab.ca/lmi)***

- *Wage and Salary Survey* - provides information on wages and salaries for Alberta employees by occupation, geographic area and industry group. ***(www.alis.gov.ab.ca/wageinfo)***

➢ **Persons with Developmental Disabilities - Workforce 2010** - the Workforce 2010 initiative addresses labour market issues and provides foundational information on the community rehabilitation sector. ***(www.workforce2010.com)*** AHRE

➢ **Labour Market Partnerships (LMP)** - is intended to enhance workplace human resource development and labour market adjustment strategies through community partnerships. The LMP program is designed to identify, develop and support projects with industry, organizations and community groups with common labour market needs. ***(www.gov.ab.ca/hre/ets/reg/Display.asp)*** AHRE

Notes:

The aim of the Attract theme is to improve Alberta's ability to attract potential immigrants and in-migrants into the province. The following priority actions from BETW support this theme:

- Work with partners to recognize the credentials, competencies, prior learning and work experience of immigrants and inter-provincial migrants.
- Work with the federal government and other stakeholders to simplify and speed up the immigration and temporary foreign worker processes.
- Develop a coordinated marketing strategy to increase awareness about Alberta and position the province as a 'destination of choice' for international immigrants.
- Work to improve labour mobility of Canadians and inform Canadians of job and business opportunities in Alberta.

Labour and Skill Shortages Activities/Initiatives

➢ **International Qualifications Assessment Service** - issues certificates indicating how international educational credentials compare to educational standards in Alberta. Assessment certificates are used by immigrants for employment, professional licensing and admission to educational institutions. ***(www.advancededucation.gov.ab.ca/iqas)*** — AAE

➢ **Information Repository on International Credentials** - the objective of the project is to develop an information repository on international credentials that can be accessed online by employers, professional licensing bodies and educational institutions to compare educational credentials from other countries to educational standards in Alberta. ***(www.advancededucation.gov.ab.ca/iqas)*** — AAE

- **Off-Campus Work Permits for International Students** - allows international students at participating publicly funded post-secondary educational institutions to work off campus while completing their studies. The work permit allows international students to work up to 20 hours a week during regular academic sessions and up to 40 hours a week during regular breaks. AAE
  (www.alis.gov.ab.ca/studyinalberta/ps/workstudy.asp)
- **Red Seal Program** - provides mobility across Canada for skilled workers and their employers who wish to move and work inter-provincially. Allows qualified trades people to practice their trade in any Canadian province or territory where the trade is designated without having to write further examinations. AAE
  (www.red-seal.ca/Site/index_e.htm)
- **Economic Immigrant Attraction Initiative** - primary role is in marketing Alberta as a prime location in which to live, work and do business. AED
  (www.alberta-canada.com/immigration).
- **Euro-Mission** - promotes Alberta in Europe as a 'destination of choice' to foreign nationals and helps Alberta employers recruit foreign workers by posting jobs on Alberta Economic Development's website. AED
  (www.alberta-canada.com/jobs)
- **Provincial Nominee Program** - is an immigration program that allows the Province of Alberta to choose immigrants to meet critical skill shortages being experienced by Alberta employers. AED AHRE I&S
  (www.alberta-canada.com/pnp/faqNominees.cfm)

- **International Medical Graduate (IMG) programs** - are for individuals who are graduates of medical schools outside of Canada or the United States who wish to compete for post graduate residency training positions and who meet program requirements. — Health

  - Further expansion of the Alberta IMG program at the University of Calgary and the University of Alberta, which facilitates the entry of IMGs living in Alberta into 42 family medicine and specialty residency positions. ***(www.aimg.ca)***
  - *Part V of the Special Register* allows IMGs restricted licenses to work in areas of Alberta designated as having an emergency need for a physician by the Minister of Health and Wellness. ***(www.cpsa.ab.ca)***
  - *The IMG Clinical and Surgical Preceptorship Initiatives* through Capital Health provides international medical graduates with restricted licensing. ***(www.capitalhealth.ca)***

- **Rural Physician Action Plan** - a program to increase the number of physicians in rural Alberta and to address working and living conditions. ***(www.rpap.ab.ca)*** — Health

- **Agreement on Internal Trade** - provides advice to self-regulating occupations and trades to enhance the movement of qualified workers throughout Canada. ***(www.iir.gov.ab.ca/trade_policy/international_trade_agreements.asp)*** — AHRE

- **Immigration Programs and Services** - coordinates immigration services with the federal government and across ministries and also provides settlement and language services to immigrants. *(www.hre.gov.ab.ca/immigration)* — AHRE
- **Inter-departmental Immigration Working Group** - ensures coordination and alignment of policies and programs across government for immigrants and immigration. *(www.hre.gov.ab.ca/immigration)* — AHRE
- **Small Equipment Grants Program** - assists Alberta universities' efforts to recruit key researchers in priority areas. The program is a key mechanism to leverage support, primarily from the Canada Foundation for Innovation and the private sector, in order to maximize the research dollars garnered by Alberta. *(www.innovation.gov.ab.ca/inv/sec/ursi/pro/segp_001_1.cfm)* — I&S

Notes:

Develop

The Develop theme focuses on developing and enhancing the skills and knowledge of people through education and training. This theme also focuses on developing high performance workplaces to increase the rate of technology adoption, automation, and enhanced process implementation by Alberta businesses in order to improve efficiency and increase competitiveness. The BETW priority actions below support this theme:

- Work with education and training providers to increase graduation and post-secondary participation in learning opportunities and reduce barriers preventing Albertans, including First Nations, Métis, Inuit and other under-represented groups such as persons with disabilities and immigrants, from participating in the labour market.
- Implement the Affordability Framework identified through *A Learning Alberta* and expand access to advanced education learning opportunities to enable Alberta to have the highest participation rates in post-secondary education in Canada.
- Work with employers to increase training and learning opportunities that allow Albertans to upgrade their skills while working.
- Develop and implement comprehensive provincial strategies to increase on time high school completion rates with a particular focus on enhancing initiatives undertaken through the First Nations, Métis and Inuit Education Policy Framework to improve Aboriginal learner success.
- Work with industry to develop innovative approaches to improve participation and achievement in apprenticeship and industry training, in response to industry needs, for all Albertans, including First Nations, Métis, Inuit and other under-represented groups.
- Continue to promote a streamlined regulatory regime to enhance business competitiveness and ensure existing and new regulations are not an unnecessary burden on labour force development.
- Work with employers to increase technology adoption and innovation, including improvements to administrative processes and services, production floor and product-to-market efficiencies and web-based delivery.

Labour and Skill Shortages Activities/Initiatives

- **Aboriginal Workforce Participation Initiative** - a program to increase Aboriginal employment. Aboriginal Affairs and Northern Development works with the federal government to provide support to the initiative. *(www.ainc-inac.gc.ca/ai/awpi/index_e.html)* — AAND AHRE
- **First Nations Economic Partnerships Initiative** - develops First Nations, industry and government partnerships to strengthen First Nations' economic capacity, increase participation in the economy, and assist in the development of a viable and competitive First Nations' private sector. *(www.aand.gov.ab.ca)* — AAND AHRE AAE
- **Northern Alberta Development Council Bursaries** - provides bursaries for approximately 860 Alberta students each year. Four of the five programs have a work commitment in northern Alberta. *(www.gov.ab.ca/nadc)* — AAND AAE
- **Rural Incentive Bursary** - aims to increase participation of rural residents in advanced learning opportunities by offering a financial benefit for the first two years of post-secondary education. *(Adult Learning Division, AAE, (780) 427-5607)* — AAE
- **Apprenticeship and Industry Training** - — AAE ED
  - *Apprenticeship Scholarships* - Over 650 $1,000 scholarships are available for apprentices and trainees, including 500 Registered Apprenticeship Program apprentices, to recognize their excellence and encourage them to continue with their training.

- *Alberta Aboriginal Apprenticeship Project* - Promotes apprenticeship and industry training to Aboriginal people, communities and organizations and helps Aboriginal people enter and complete apprenticeship programs. AAE ED

- *Youth Apprenticeship Project* - A pilot project that helps students in Grades 7 through 12 explore career options through integrated learning activities in the trades and agriculture-related occupations.

- *Registered Apprenticeship Program* - Allows high school students to become employed apprentices and earn credits toward both an apprenticeship program and a high school diploma, as well as earn an income.

- *Alternate Delivery of Technical Training* - Alternate delivery of apprenticeship technical training as requested by industry, including distance, mobile, SuperNet, on-site and weekly (one day a week) delivery.

(www.tradesecrets.gov.ab.ca)

➤ **Community Adult Learning** - AAE

- Community Adult Learning Councils, volunteer tutors, adult literacy and family literacy programs provide opportunities for adults to improve their literacy, English as a Second Language (ESL), and employability skills in over 80 Alberta communities. The emphasis of these programs is engaging under-represented Albertans.

- Support projects that address existing gaps in adult learning opportunities, for example, transition projects for young adult literacy learners, and bridging programs for skilled immigrants.

- Increase the capacity of community providers through expanded coaching/mentoring, piloting newly developed resources and online professional development workshops. AAE

(www.advancededucation.gov.ab.ca/other)

➤ **Community Consortia Program** - provides almost $5 million to support program delivery in rural areas not served by post-secondary institutions. Programs offered address critical skill shortages identified in the local communities. AAE

(Adult Learning Division, AAE, (780) 427-5607)

➤ **Enrolment Planning Envelope** - over the next three years, 11,800 student spaces will be added to post-secondary institutions in Alberta; by 2020, a total of 60,000 new spaces are projected to be in place. AAE

(Adult Learning Division, AAE, (780) 427-5607)

➤ **Future Endowment Fund** - a $3 billion fund to support innovation and excellence and expand opportunities for Albertans. AAE

(Adult Learning Division, AAE, (780) 427-5607)

➤ **Ingenuity Fund** - to develop internationally competitive science and engineering expertise in the province. It supports researchers and graduate students in science and engineering as well as encourages youth to pursue careers in science and engineering. AAE I&S

(www.albertaingenuity.ca)

➤ **Inmate Education Program** - provides $2.5 million to seven post-secondary institutions to provide life skills, employment skills and academic instruction to inmates of provincial adult correctional centres in order to prepare inmates for the workplace upon release. AAE

(Adult Learning Division, AAE, (780) 427-5607)

- **Green Certificate Program** - allows high school students to take courses in eight agricultural production specializations. *(www.education.gov.ab.ca/k_12/curriculum/bySubject/green/green.asp)* — AFRD, ED
- **Summer Employment Programs** - provides financial assistance to individuals in three areas: — AFRD
  - Vet clinics *(partners with AHRE)*
  - Agriculture Processing Industry
  - Summer Farm Employment

  (www.agric.gov.ab.ca/app52/programsservices/programsServices.jsp)
- **Advancing Futures Bursary** - provides support for tuition, books and living expenses to children who have been, or continue to be, in the care of Alberta Children's Services. *(www.child.gov.ab.ca)* — ACS
- **Career Internship 10** - a course that gives high school students an opportunity to experience work in a specific occupational area before committing to an apprenticeship. *(www.education.gov.ab.ca/k_12/curriculum/bySubject/others/carintern.pdf)* — ED
- **Career and Life Management (CALM)** - the aim of this compulsory senior high school course is to enable students to make well-informed decisions and choices in all aspects of their lives and to develop the behaviours and attitudes that contribute to the well being and respect of self and others, now and in the future. *(www.education.gov.ab.ca/k_12/curriculum/bySubject/healthpls/calm.pdf)* — ED

- **Career and Technology Studies** - an optional program designed for Alberta's secondary school students to investigate career options and make effective career choices; use technology effectively and efficiently; apply and reinforce skills developed in other subject areas; and prepare for entry into the workplace or further learning. *(www.education.gov.ab.ca/k_12/curriculum/bySubject/cts)* ED

- **Information and Communication Technology (ICT) Program** - all core programs of study currently contain some degree of infusion of ICT learning outcomes. The infusion process is continuing according to the Implementation Schedule for Programs of Study and Related Activities (August 2005): Elementary, Junior High and Senior High. *(www.education.gov.ab.ca/k_12/curriculum/bySubject/ict)* ED

- **International Language Programs** - develop and support implementation of curriculum, learning and teaching resources for a wide range of international language programs for Alberta's students. *(www.education.gov.ab.ca/k_12/curriculum/bySubject/languages)* ED

- **Knowledge and Employability** - courses are for students in Grades 8-12 who learn best through hands-on, experiential learning activities in which the development of knowledge, skills and attitudes is relevant to their personal experiences. *(www.education.gov.ab.ca/k_12/curriculum/bySubject/iop/default.asp)* ED

- **Take Our Kids to Work** - a one-day job shadowing experience for Grade 9 students. It is a chance for students to connect what they learn in school with what happens in the workplace. *(www.takeourkidstowork.ca)* ED

- **Work Experience** - an experiential opportunity for high school students to gain workplace experience and earn credits toward a high school diploma. ED
  (www.education.gov.ab.ca/k_12/curriculum/bySubject/others/workexp.pdf)

- **Accelerated Nursing Programs** - to shorten training times by providing refresher courses to encourage older workers to return to the profession. There are accelerated diploma programs at MacEwan and Mount Royal colleges, as well as accelerated bachelor programs available at the Universities of Alberta and Calgary. Health
  (Education and Immigration, Health, (780) 427-1775)

- **Health Discipline Education (additional programs and spaces)** - grant funding is being made available to promote the retention and development of the existing workforce, as well as making education more accessible through different delivery mechanisms. Health AAE

  - Development of a bridging program for health care aides to practical nursing.
  - Modularization of the Practical Nurse curriculum.
  - Development of an Aboriginal specific practical nurse program.
  - 424 new spaces in health educational programs including: Practical Nursing, Registered Nursing, Medical Doctors, Dentistry, Registered Psychiatric Nursing and international bridging.

  (Education and Immigration, Health, (780) 427-1775)

- **Bridging programs** - help internationally trained and qualified individuals gain the skills and credential recognition they need to access the labour market in their field of expertise. AHRE
  (Skills Investment Programs, AHRE, (780) 422-6756)
- **Labour Market Agreement for Persons with Disabilities** - integrated employment supports for persons with disabilities that includes an evaluation of nine demonstration projects. AHRE S&CS
  (Skills Investment Programs, AHRE, (780) 422-6756)
- **Language Assessment and Referral Agencies** - two centres that assess language proficiency and provide up-to-date information on English as a Second Language programs running in Edmonton and Calgary. AHRE
  (www.hre.gov.ab.ca/immigration)
- **Training for Work** - provides funding to eligible Albertans for training in occupationally-focused programs: AHRE
  - *Job Skills Training* - occupational training programs (classroom and workplace based) that teach skills that are in demand by regional employers.
  - *Self-Employment Training* - provides formal instruction in business plan development, business counseling, coaching, guidance and follow-up during business plan implementation.
  - *Summer Temporary Employment Program* - provides Albertans with career-related training and work experience through a variety of summer jobs.
  - *First Nations Training to Employment Program* - provides industry-targeted training to First Nations on reserve.

  (www.hre.gov.ab.ca/tw)

- **Work Foundations** - provides grant funding to eligible Albertans for training in ESL, adult basic education, academic upgrading and/or general employability skills training. *(www.hre.gov.ab.ca/cps/rde/xchg/hre/hs.xsl/61.html)* — AHRE
- **Work Safe** - a shared commitment by industry, safety associations, labour and government to significantly reduce workplace injuries and illnesses and to make Alberta one of the best places to live and work. *(www.hre.gov.ab.ca/whs-wsa)* — AHRE
- **Alberta Science and Research Investments Program** - contributes to the attraction, retention and development of researchers and graduate students in Alberta, through support for selected science and research infrastructure initiatives of strategic importance to Alberta. The objectives are to support quality and research excellence; build the capacity for innovation; and promote initiatives of strategic benefit to Alberta. *(www.innovation.gov.ab.ca/inv/sec/ursi/pro/asrip_001_1.cfm)* — I&S

Notes: _____

The Retain theme is about enhancing work attractiveness and encouraging people to continue to participate in the labour force. The following three priority actions support this theme:

- Work with industry, employer groups and labour groups to increase retention of mature workers, including increasing the flexibility of work arrangements and pension programs.
- Work with partners to increase the retention of knowledge workers with specialized skills (professionals, graduate students, researchers and faculty), including skills critical to bringing scientific and technological innovations to market.
- Work with community agencies, employers, and other partners to provide improved support programs and networks for integrating immigrants, First Nations, Métis, Inuit and other under-represented groups into workplaces and communities.

Labour and Skill Shortages Activities/Initiatives — Dept.

- **Alberta Human Rights and Citizenship Commission Confidential Information Line** - provides information on human rights matters through the Alberta Human Rights and Citizenship Commission. Employers and employees can confidentially telephone to obtain information on how to prevent human rights issues from arising in the workplace and how to resolve issues. — CD

(Community Development, (780) 427-7661 or (403) 297-6571)

- **The Human Rights, Citizenship and Multiculturalism Education Fund** - supports educational initiatives that help foster equality and fairness and encourage the inclusion of all Albertans in the economic, social and cultural life of the province. — CD

(www.cd.gov.ab.ca/educationfund)

Dept.

- **Integrating Skilled Immigrants into the Alberta Economy** - a strategy designed to coordinate Alberta government policy and program approaches for immigrants and immigration. AED AHRE CD

- **Disability Related Employment Supports** - provides employment and training supports to people with disabilities to assist them in overcoming the barriers they may face in obtaining and maintaining employment. AHRE

- **Enhanced Language Training Initiative** – supports pilot projects that offer occupational language training and work experience for skilled adult immigrants and refugees to re-enter the labour market in jobs commensurate with their skills and knowledge. AHRE

- **Alberta Agricultural Research Institute** - provides strategic direction in agricultural production and value-added products research and development, and coordinates investment in agricultural research and development. Programs contribute to building human resource capacity that supports research and development, commercialization and innovation activities in this area. IBS

- **Alberta Energy Research Institute** - provides strategic direction to position Alberta for the future in energy development, and invests in research and technology to enhance the sustainable development of the province's abundant energy resources. IBS

	Dept.
Alberta Forestry Research Institute - provides strategic direction for, and encourages and supports private and public investment in, the economic, environmental, ecological and community sustainability of Alberta's forest sector. Their programs contribute to increased attraction and retention of researchers in this area. (www.innovation.gov.ab.ca/afri)	I&S
Alberta Heritage Foundation for Medical Research - supports biomedical and health research at Alberta universities, affiliated institutions, and other medical and technology-related institutions through support for researchers and students. (www.ahfmr.ab.ca)	I&S
Alberta Information and Communication Technology Institute - provides strategic advice and policy recommendations on the province's ICT research and innovation agenda. A component of this agenda is to build human resource capacity that supports research and development, commercialization and innovation activities in this area. (www.innovation.gov.ab.ca/aicti)	I&S
Alberta Life Sciences Institute - provides strategic direction, sets priorities for research, and monitors performance on the expansion of the province's bio-economy. A component of this agenda is to build human resource capacity that supports Research and Development, commercialization and innovation activities in this area. (www.innovation.gov.ab.ca/alsi)	I&S

Dept.

- **High Quality People (HQP) Initiative** - this initiative is looking at the HQP needs (scientific, technical, financial, and managerial) specifically related to the processes of technology commercialization and adoption. I&S

  (www.innovation.gov.ab.ca)

- **Informatics Circle of Research Excellence** - invests in top research scientists who work on fundamental and applied problems in informatics, which includes computer science, electrical and computer engineering, physics, mathematics and other disciplines related to information and communications technology. I&S

  (www.icore.ca)

Notes:

AAND	Aboriginal Affairs and Northern Development
AAE	Alberta Advanced Education
AFRD	Agriculture, Food and Rural Development
ACS	Alberta Children's Services
CD	Community Development
AED	Economic Development
ED	Education
Energy	Alberta Energy
Finance	Alberta Finance
Health	Alberta Health and Wellness
AHRE	Alberta Human Resources and Employment
I&S	Innovation and Science
Justice	Alberta Justice
SRD	Sustainable Resource Development
S&CS	Seniors and Community Supports

Human Resources and Employment
6th Floor, Centre West, 10035 - 108 Street, Edmonton, Alberta, T5J 3E1
Phone: 780 644 4306 Fax: 780 422 6400